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Executive Registry
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30 May 1984

MEMORANDUM FOR: DCI

VIA: DDCI

SUBJECT: Personnel Issues Related to Erosion of Benefits for
the Federal ServiceREFERENCES: a) Your note to D/Pers and D/OLL, enclosed
b) D/Pers response dtd 25 May 1984

1. I share, as I believe you well know, Bob Magee's concerns about homogenization (para. 2) and continued loss of the Agency's unique identity.

2. Since Jim Schlesinger's report to President Nixon on DCI management of the Community, and particularly in recent years as the oversight staffs and the IC Staff have played increasingly significant roles, there has been an observable increase in the tendency to develop common Community standards -- whether for ADP formatting or for resolving personnel management concerns.

3. With Schlesinger, Turner, Frank Carlucci and Bobby Inman, Agency claims of uniqueness fell on deaf ears; in fact, those here who resisted Community solutions to problems like domestic relocation financial loss, the pension strategy, et al were seen as egocentric elitists or as dogs in the manger.

4. It may be that with further passage of time the situation may change, but I believe that the CIA has been and is the quality staff in support of the DCI and the President, the first among equals, in the Intelligence Community. We can't shout that from the rooftops to others in the Community, nor expect others whose initial Government experience was elsewhere to leap to that conclusion. But, if we can sustain it, the Country benefits. We have always said, and I believe, that the reason for that quality was: a) the people it hired and kept; and b) the special authorities the DCI was given as the head of CIA.

5. So, I agree strongly with Magee. In fact, having said this much, I would think that you might get significant mileage from a [] review of your Corporate vs. your Company hat, with the staggering growth of committees, working groups, steering groups, panels and staffs since the 60's, the blurring of tactical and strategic intelligence boundaries, and the growth of near real time national collection systems.

[]
Executive Director

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